

Article - Education

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§23–612.

(a) The employer may not:

(1) Interfere with, coerce, or restrain an employee in the exercise of any right given to the employee under this subtitle;

(2) Interfere with or assist in the formation, administration, or existence of an employee organization;

(3) Provide financial assistance or other support to an employee organization;

(4) Encourage or discourage membership in an employee organization by discriminating against an employee through hiring, tenure, promotion, or other conditions of employment;

(5) Discharge or discriminate against an employee because the employee has signed or filed an affidavit, a petition, or a complaint or has given any information or testimony in a proceeding held under this subtitle;

(6) Refuse to bargain in good faith with an employee organization that is certified as the exclusive representative of a bargaining unit over a subject of bargaining; or

(7) Refuse to participate in good faith in the mediation, fact-finding, or grievance procedure under this subtitle.

(b) An employee organization or its agent may not:

(1) Interfere with, restrain, or coerce an employee in the exercise by the employee of any right given to the employee under this subtitle;

(2) Cause or attempt to cause the employer to discriminate against an employee in the exercise by the employee of any right given under this subtitle;

(3) Coerce, discipline, fine, or attempt to coerce a member of the employee organization as punishment or reprisal;

(4) Coerce, discipline, fine, or attempt to coerce a member of the employee organization for the purpose of impeding the member's work performance;

(5) Refuse to negotiate in good faith with the employer as required by this subtitle; or

(6) Fail or refuse to cooperate in impasse procedures under § 23-608 of this subtitle or decisions that result from those procedures.

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